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Manuals
H A N D B O O K

OF THE
Board of Foreign Missions

OF THE
United Lutheran Church
IN AMERICA



Revised to March, 1941



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THE LUTHERAN
FOREIGN MISSIONS HOUSE

18 East Mt. Vernon Place
Baltimore, Maryland





MEMBERS OF THE BOARD

Terms Expire in 1942

*Rev. P. E. Monroe, D.D., Lenoir-Rhyne College, Hickory, N.C.

*Rev. Prof. E. E. Fischer, D.D., 7322 Boyer St., Philadelphia, Pa.

Rev. H. H. Beidleman, D.D., 55 Frederick St., Hanover, Pa.

Rev. P. O. Bersell, D.D., 415 Harvard St., S.E., Minneapolis, Minn.

Rev. F. J. Fielder, 1604 Mineral Spring Road, Reading, Pa.

Mr. Warren M. Koons, 805 West Erie Ave., Philadelphia, Pa.

Mr. Isaac C. Bucher, Gettysburg National Bank, Gettysburg, Pa.

Terms Expire in 1944

*Rev. Robert D. Clare, D.D., 1900 St. Paul St., Baltimore, Md.

*Rev. F. Eppling Reinartz, 1228 Spruce St., Philadelphia, Pa.

Rev. Joseph B. Baker, D.D., 839 W. Market St., York, Pa.

Rev. J. Harold Mumper, S.T.M., 907 Maryland Ave., N.E., Washington, D.C.

Mr. Deems Haltiwanger, Box 1257, Columbia, S.C.

*Mr. George S. Yost, Esq., 215 Chancery Road, Guilford, Balto., Md.

Mr. John C. Korn, Mortimer Ave., Rutherford, N.J.

Terms Expire in 1946

*Rev. Samuel Trexler, D.D., 39 East 35th St., New York, N.Y.

Rev. Abdel Ross Wentz, D.D., Lutheran Theol. Seminary, Gettysburg, Pa.

*Rev. Edgar E. Snyder, D.D., 320 North Jefferson St., Van Wert, Ohio.

* Indicates Second Term of Service.

Rev. Wm. P. Gerberding, 567 Bidwell St.,
St. Paul, Minn.

*Mr. S. F. Telleen, 722 Upper Blvd., Ridge-
wood, N.J.

William Zimmerman, Ph.D., Midland Col-
lege, Fremont, Nebraska

George F. Seiberling, M.D., 926 Hamilton
St., Allentown, Pa.

CO-OPERATING MEMBERS

Representing the Augustana Synod

Rev. R. F. Theländer, 29 Hess St., James-
town, N.Y., Alternate.

Representing the United Danish Church

Rev. J. P. Nielsen, Th.D., Trinity Theologi-
cal Seminary, Blair, Nebraska, Primary.

Rev. Wm. Larsen, 866 South St., Roslindale,
Boston, Mass., Alternate.

ADVISORY MEMBERS

Representing the Women's Missionary Society

Mrs. O. A. Sardeson, 40 Fifth Avenue, New
York, N.Y.

Miss A. Barbara Wiegand, 5924—16th St.,
N.W., Washington, D.C.

OFFICERS

President: Rev. Samuel Trexler, D.D., 39
East 35th St., New York, N.Y.

Vice-President: Rev. Abdel Ross Wentz,
D.D., Lutheran Theological Seminary, Gettys-
burg, Pa.

Recording Secretary: Rev. George Drach,
D.D., 18 East Mount Vernon Place, Baltimore,
Md.

Treasurer: Mr. George R. Weitzel, 18 East
Mt. Vernon Place, Baltimore, Md.

* Indicates Second Term of Service.

SECRETARIES

Rev. George Drach, D.D., Administrative Secretary, 18 East Mount Vernon Place, Baltimore, Md.

Rev. M. Edwin Thomas, D.D., Administrative Secretary, 18 East Mount Vernon Place, Baltimore, Md.

Rev. Edwin Moll, D.D., General Secretary, 3130 Oxford Road, Shorewood Hills, Madison, Wisconsin.

DIVISION OF WORK

The Board has divided the duties and responsibilities of its staff as follows:

Administrative Secretary, Dr. George Drach: Literature; India, China and Japan Fields; Miscellaneous general correspondence. He shall preside at the meetings of the Council of Secretaries.

Administrative Secretary, Dr. M. Edwin Thomas: Candidates, Missionaries on Furlough, Special Gifts; Africa, Argentina and British Guiana Fields.

General Secretary, Dr. Edwin Moll: Church Cultivation (Promotion of Interest).

Treasurer, Mr. George R. Weitzel: Financial matters, purchases, office management, care of property, transportation to and from fields.

ADVISERS

Medical: Dr. George A. Stewart and Dr.

Eleanore Wolf Stewart, Baltimore, Md.

Legal: George S. Yost, Esq., Baltimore, Md.

OFFICIAL REPRESENTATIVES AT PORTS

New York: Rev. Samuel Trexler, D.D., 39 East 35th Street, New York, N.Y.

San Francisco: Rev. E. A. Trabert, D.D., 2516 Ashby Avenue, Berkeley, California.

Seattle, Wash.: Rev. J. L. Sawyer, 1312 E. Denny Way.

THE CHARTER

THIS IS TO CERTIFY that the subscribers, Ezra K. Bell, John E. Byers, both residing in the City of Baltimore, and Mathias P. Moller, residing in the City of Hagerstown. in the State of Maryland; all of whom are citizens of the State of Maryland and of full legal age, do hereby associate themselves with the intention of forming a corporation under and by virtue of the general laws of the State of Maryland authorizing the formation of corporations.

1. The name of the said corporation shall be "The Board of Foreign Missions of the United Lutheran Church in America, Incorporated."

2. The purpose of the said corporation shall be:

- a. To carry on, superintend and promote the work of diffusing Christianity and charity, supporting and furthering Christian missions and charitable work in foreign lands or elsewhere in accordance with the constitution and purposes of "The United Lutheran Church of America."
- b. To perform all functions entrusted to it by "The United Lutheran Church in America" in accordance with its constitution.
- c. To acquire by gift, grant, devise, bequest, purchase or in any other manner whatsoever real and personal property and to hold the said property and to dispose of the same by sale, mortgage or otherwise for the purposes of said corporation.

3. The operations of the said corporation are to be carried on in the City of Baltimore, in the State of Maryland, and elsewhere as the purpose of the corporation may require and the principal office of the said corporation will be

located at No. 21 West Saratoga Street, in the City of Baltimore, and Luther B. Wolf, whose address is No. 21 West Saratoga Street, in the City of Baltimore, will be the resident agent of said corporation, he being a citizen of the State of Maryland and actually residing therein.

4. The corporation will not have capital stock.

5. The property and affairs of the corporation will be managed by a Board of not less than three nor more than twenty-one trustees, and Ezra K. Bell, C. Theodore Benze, John A. Singmaster, Monroe J. Epting, Reinhold C. G. Bielinski, John A. Weyl, Augustus Steimle, Louis C. Manges, Michael M. Kinard, John E. Byers, George Greiss, William E. Frey, James M. Snyder, Charles A. Kunkel, Henry P. Boyer, Mathias P. Moller, Hezekiah Love Bonham, William Frederick Monroe, Charles Baum and Augustus J. Herrlich will act as such trustees until their successors are duly chosen and qualified under the provisions of the constitution of "The United Lutheran Church in America."

IN TESTIMONY WHEREOF the said Ezra K. Bell, John E. Byers and Mathias P. Moller have hereunto subscribed their hands and seals, this 19th day of March, 1919.

Test as to

Ezra K. Bell and

John E. Byers

Mathias P. Moller (Seal)

Wm. A. McLeran

John E. Byers (Seal)

Test as to

Mathias P. Moller:

Ezra K. Bell (Seal)

Robert L. Hartle

STATE OF MARYLAND, CITY OF BALTIMORE, Sct:

I hereby certify that on this twenty-first day

of March in the year nineteen hundred and nineteen, before me the subscriber, a Notary Public of the State of Maryland, duly commissioned and qualified in and for the City of Baltimore, aforesaid, personally appeared Ezra K. Bell and John E. Byers, two of the aforesaid incorporators, and severally acknowledged the foregoing Certificate of Incorporation to be their respective act.

WITNESS my hand and Notarial Seal.

Wm. A. McLeran,
Notary Public

William A. McLeran
Notary Public
Baltimore, Md.

STATE OF MARYLAND, WASHINGTON COUNTY,
Sct:

I hereby certify that on this 19th day of March in the year nineteen hundred and nineteen, before me the subscriber, a Notary Public of the State of Maryland, duly commissioned and qualified in and for Washington County aforesaid, personally appeared M. P. Moller, one of the aforesaid incorporators, and acknowledged the foregoing Certificate of Incorporation to be his act.

WITNESS my hand and Notarial Seal.

Robert L. Hartle,
Notary Public

Robert L. Hartle
Notary Public
Washington County
Maryland

Note. The Board is registered as an incorporated body also in the state of Pennsylvania.

THE CONSTITUTION

ARTICLE I. NAME

This Board, established under the Constitution of the United Lutheran Church in America, Article XIII, shall be known under the name and title of the Board of Foreign Missions of the United Lutheran Church in America.

ARTICLE II. OBJECT

The object of this Board shall be to carry on, superintend and promote the work of foreign missions in the name of the United Lutheran Church in America and in accordance with the Doctrinal Basis, Constitution, Acts and Rulings of said United Lutheran Church in America.

ARTICLE III. MEMBERSHIP

Section 1. This Board shall consist of twenty-one members, of whom thirteen shall be ministers.

Section 2. The members of this Board shall be communicant members in congregations in full synodical relations with the United Lutheran Church in America, except as provided in Section 3 hereof.

Section 3. Other Lutheran bodies may, with the approval of the United Lutheran Church in America, cooperate with the Board and severally appoint *one representative and one alternate*, under the following conditions:

a. These representatives and alternates shall be nominated by the Board of Foreign Missions, and elected by the United Lutheran Church in America in convention assembled, or by the Executive Board of the Church in the interim between conventions.

b. Their number shall not be included in the

twenty-one members of the Board, as provided in Section I of this Article.

c. The number of such representatives, excluding alternates, shall not exceed five at any one time; and their right to vote shall be limited to questions that concern the use of contributions of their respective bodies to specific fields of the Board.

d. This representation shall in no wise, now or hereafter, entitle their respective bodies to any claim upon the property, real, personal or mixed, held by or in the name of the Board.

Section 4. The members of this Board shall be elected by the United Lutheran Church at a regular convention for a period not to exceed six years. At the first convention one-third of the members shall be elected for two years, one-third for four years, and one-third for six years.

Section 5. Vacancies shall be filled in accordance with the Constitution of the United Lutheran Church, Article XIII, Section 2.

ARTICLE IV. QUORUM

A majority of the Board shall constitute a quorum.

ARTICLE V. MEETINGS

Section 1. The Board shall hold its first meeting as soon as convenient after its first election at the call of a convener appointed by the United Lutheran Church.

Section 2. The Regular meetings of the Board shall be held every three months at such times and places as the Board may determine.

Section 3. Special meetings may be called by the President or by the Executive Committee.

ARTICLE VI. OFFICERS

Section 1. The Officers of the Board shall

be a President, a Vice-President, a Recording Secretary and a Treasurer, to be elected by the Board.

Section 2. The Recording Secretary and Treasurer may or may not be members of the Board; but the General or Executive Secretary or Secretaries shall not be members of the Board. (See Constitution of United Lutheran Church, Article XIII, Section 4.)

The duties of the several officers shall be those usually belonging to their respective offices. Special duties may be prescribed by the Board as occasion arises.

ARTICLE VII. DUTIES OF OFFICERS

The duties of the several officers shall be those usually belonging to their respective offices. Special duties may be prescribed by the Board as occasion arises.

ARTICLE VIII. DUTIES, POWERS AND FUNCTIONS OF THE BOARD

Subject to the Constitution of the United Lutheran Church in America or its resolutions, the Board shall have full power to prosecute the work entrusted to it.

It shall have authority to call, appoint, contract with and commission all missionaries, and in consultation with its missionary organizations on the fields, to formulate rules for the conduct of its foreign work.

It shall also render regular reports to the United Lutheran Church and present a budget of all apportionments to the United Lutheran Church.

ARTICLE IX. COMMITTEES

Section 1. The Executive Committee shall consist of at least five members of the Board, including the President, the Vice-President, and also the Recording Secretary, if a member of the Board, and it shall perform such duties and exercise such powers as may be assigned to it by the Board.

Section 2. Other Standing and Special Committees may be appointed by the Board.

ARTICLE X. BY-LAWS

The Board may adopt such By-Laws as shall be necessary, provided they are not in conflict with this Constitution or with the Constitution and By-Laws of the United Lutheran Church.

ARTICLE XI. AMENDMENTS

This Constitution may be amended by a two-thirds vote. All amendments must be proposed to the Board at least two months before final consideration, and shall not be effective until ratified by the United Lutheran Church in America.



THE BY-LAWS

ARTICLE I. ORDER OF BUSINESS

1. Call to Order. Reading of Scripture. Prayer.
2. Roll Call.
3. Approval of Minutes of previous meeting.
4. Report of President.
5. Report of the Executive Committee.
6. Report of the Council of Secretaries.
7. Reports of Committees:—Standing Committees representing departments as follows:
(1) Finance, (2) Home Base (Special Gifts), (3) Candidates, (4) Literature, (5) Foreign Fields: (a) India, (b) Liberia, (c) Japan, (d) China, (e) South America.
8. Unfinished Business. New Business.
9. Miscellaneous matters.

ARTICLE II. TIME AND PLACE OF MEETING

The regular meetings of the Board shall begin on the fourth Thursday of January, April, July, and October, at the office of the Board, unless otherwise ordered.

ARTICLE III. DUTIES OF OFFICERS

1. The President shall preside at all meetings, appoint all committees, unless otherwise instructed, sign all checks and perform all other duties incident to his office. He shall hold one of the keys of the safe deposit box.

2. The Vice-President shall act for the President in his absence or at his request.

3. The Recording Secretary shall keep the official record of the proceedings of the Board. He shall send a copy of the minutes of each meeting to each member of the Board, and also a copy to each member of the Executive Board of the United Lutheran Church in America. He shall have made for binding a final official copy of the minutes of each meeting of the Board.

4. The Treasurer shall keep a full and correct account of all money received and disbursed. He shall hold one of the keys of the safe deposit box, and shall be accompanied by a member of the Board, authorized by it, when the box is opened.

5. The duties of all other secretaries and employees of the Board shall be defined by the Board.

ARTICLES IV. ELECTION OF OFFICERS

The officers of the Board shall be elected by ballot at the first meeting of the Board after each regular convention of the United Lutheran Church in America.

ARTICLE V. DEPARTMENTS OF WORK

The work of the Board is divided into the following departments:

1. **Home Base Department.**—This department has two subdivisions.
 - a. Church Cultivation under the General Secretary.
 - b. Administration, which shall include the physical examinations, studies, deputation work and other personal matters of missionaries on furlough.

In the case of single woman missionaries on furlough, the terms of the agreement with the Executive Board of the Women's Missionary Society are to be observed.

The Administrative Department shall carry on the official correspondence with the Executive Board of the Women's Missionary Society.

The Administrative Department shall make itineraries for the deputation work of missionaries on furlough. (See Agreement with the Women's Missionary Society).

The Administrative Department shall arrange for missionary speakers during Foreign Mission Time (January) in correspondence with the Foreign Missions Committees of the Synods.

The Administrative Department also shall include the promotion of interest and effort through special gifts for the support of missionaries, parishes abroad and proteges in foreign fields.

2. **Candidate Department.**—This department shall find and recommend suitable candidates for the fields. It shall arrange their physical examinations and necessary conferences with them. After the official call

it shall make arrangements for their commissioning by the President of the Board or someone appointed by him.

3. **Literature Department.**—This department shall have charge of the preparation and publication of the Board's literature, including books, pamphlets, leaflets and magazines authorized by the Board. This department also shall have charge of the motion picture, stereopticon and other publicity material.

4. **Finance Department.**—This department shall have charge of the money and securities of the Board and conduct its financial activities as authorized by the Board.

A sub-committee on Investments shall consist of two members of the Finance committee appointed by it, and the treasurer. This sub-committee may make purchases and sales of investments, which are to be reported to the Finance Committee and through it to the Board for approval.

5. **Foreign Fields Department.**—This department shall have charge of the foreign fields and the correspondence carried on with the missions and missionaries.

ARTICLE VI. COUNCIL OF SECRETARIES

1. The staff of Secretaries shall consist of the executive, administrative, general and other secretaries, officially called and appointed by the Board to perform their several duties of administration and promotion in carrying on the work of the departments as defined in Article V.

2. The Council of Secretaries shall consist of the secretaries of the Board and the treasurer. The Board shall appoint the chairman and the Council shall elect its secretary.

3. The Council shall meet at least once a week and oftener as required. It shall consider all matters that pertain to the work of the Board and prepare the business which requires Board action. Each member of the Council except the General Secretary shall report to the Board through his respective departmental committee. General or miscellaneous items shall be reported to the Board for action by the Council as a whole through its Chairman.

ARTICLE VII. EXECUTIVE COMMITTEE

1. The Executive Committee shall consist of the President, the Vice-President, the Recording Secretary if a member of the Board, the chairmen of the five standing committees, and other members to be elected by the Board at its reorganization meeting, up to a total of nine members.

2. The Executive Committee shall act *ad interim* for the Board in all matters requiring immediate attention, subject to the approval of the Board. Five members shall constitute a quorum. There shall be four regular meetings one in each of the months of December, March, June and September, and other meetings as may be necessary at the call of the President. The Executive Secretary, the other secretaries and the treasurer shall be advisory members of the Executive Committee.

ARTICLE VIII. STANDING COMMITTEES

The Standing Committees shall be: 1. A Home Base Committee. 2. A Foreign Fields Committee. 3. A Literature Committee. 4. A Finance Committee. 5. A Candidate Committee.

ARTICLE IX. AMENDMENTS

Amendments to the By-Laws may be made at any regular meeting of the Board by a two-thirds vote of the members present.

STANDING COMMITTEES FOR 1940-1942

1. Executive Committee

President, DR. SAMUEL TREXLER

Vice-President, Dr. Abdel Ross Wentz, Chairman, Foreign Fields Department.

Mr. S. F. Telleen, Chairman, Finance Department.

Dr. E. E. Fischer, Chairman, Literature Department.

Dr. R. D. Clare, Chairman, Home Base Department

Rev. Fred J. Fiedler, Chairman, Candidate Department.

Rev. H. H. Beidleman, D.D., (elected)

Mr. George S. Yost (elected)

II. Home Base Committee

Chairman, DR R. D. CLARE

Dr. P. E. Monroe Rev. J. Harold Mumper

Dr. E. E. Snyder Dr. J. B. Baker

Dr. H. H. Beidleman Mr. S. F. Telleen

Dr. Wm. Zimmerman Rev. W. P. Gerberding

I. Candidate and Personnel Committee

Chairman, REV. FRED J. FIEDLER

Rev. R. D. Clare, D.D. Rev. J. B. Baker, D.D.

Dr. George Seiberling Rev. F. E. Reinartz

Mrs. O. A. Sardeson

III. Foreign Fields

Chairman, DR. ABDEL ROSS WENTZ

Dr. E. E. Fischer Rev. J. Harold Mumper

Dr. P. E. Monroe Dr. P. O. Bersell

Dr. R. D. Clare Rev. R. F. Thelander

Rev. F. E. Reinartz Dr. J. P. Nielsen

Rev. F. J. Fiedler Rev. Wm. Larsen

Dr. J. B. Baker Mrs. O. A. Sardeson

Miss A. B. Wiegand Rev. W. P. Gerberding

All Board members are invited to sit in at

the meetings of the Foreign Fields Committee and shall have voice but no vote.

IV. Literature

Chairman, DR. E. E. FISCHER

Dr. P. E. Monroe	Rev. J. Harold Mumper
Rev. F. E. Reinartz	Dr. P. O. Bersell
Miss A. B. Wiegand	

V. Finance

Chairman, MR. S. F. TELLEEN

Mr. George S. Yost	Mr. Warren M. Koons
Mr. I. C. Bucher	Mr. John C. Korn
Dr. H. H. Beidleman	Dr. E. E. Snyder
Dr. Wm. Zimmerman	Dr. George Seiberling
Mr. Deems Haltiwanger	



MAGAZINES

THE FOREIGN MISSIONARY. Dr. George Drach, Editor. 4000 circulation.

An English monthly magazine of foreign missionary information and inspiration, unique and interesting throughout. The foreign missionary' medium of communication with the United Lutheran Church.

Subscription Price—One copy a year, fifty cents; less than 100 copies to one address at the rate of thirty-five cents a year; more than 100 copies to one address at the rate of twenty-five cents a year.

We offer to send up to 100 copies for three months *Free* in the hope of securing a permanent club subscription.



STEREOPTICON SLIDES AND LECTURES

Loaned by the Board of Foreign Missions of the United Lutheran Church in America on payment of express charges both ways. There is no rental charge. A special offering for Foreign Missions is requested when the lecture is delivered.

All Fields—One Lecture

1. "Our Foreign Mission Fields."

China—One Lecture

1. "Our Mission in China."

India—Nine Lectures

1. "The Telugus and Their Country."
2. "Winning India for Christ."
3. "Our India Mission Field."
4. "A Visit to India."
5. "Religious Life in India."
6. "A Sightseeing Tour of the India Field."
7. "A Bird's Eye-View of the India Mission."
8. "Our Task in India."
9. "Village Life in India."

Japan—Four Lectures

1. "The Lutheran Church in Japan."
2. "Every-day Life in Japan."
3. "Beautiful and Interesting Japan."
4. "Japan for Christ."

Liberia—Four Lectures

1. "Our Mission in Liberia, Africa."
2. "Glimpses of Liberia."
3. "The Heart of Liberia."
4. "Interior Liberia."

South America—Two Lectures

1. "Our British Guiana Mission."
2. "Our Argentina Mission."

General—Five Lectures

1. "Challenge of a World Task."
2. "Christ at Work in Asia."
3. "Enlightened Women in Darkened Lands."
4. "Menace of Mohammedanism."
5. "David Livingstone, the Pathfinder."

Most of the slides are beautifully colored. The text accompanying the slides has been written by missionaries familiar with the scenes pictured.

Applications for the use of slides and lectures should be made well in advance of the

date for which they are required, addressed to:
THE STEREOPTICON DEPARTMENT,
BOARD OF FOREIGN MISSIONS,
18 E. Mt. Vernon Place,
Baltimore, Md.



MOTION PICTURES

The Board of Foreign Missions has motion picture reels, 16mm., available for use by congregations, schools and societies, as follows:

India: Reels No. 1 to 13, showing all phases of work; also a new set of three reels on (1) Evangelistic, (2) Educational, (3) Medical and Merciful Work.

Japan: three reels.

Africa: three reels.

China: three reels.

Argentina: three reels.

British Guiana: Two reels, colored.

These reels are sent on payment of express charges both ways. There is no rental charge. Each reel requires about 15 minutes to show. Applications for their use should be made well in advance of the date on which they are to be shown, addressed to,

THE PUBLICITY DEPARTMENT,
Board of Foreign Missions,
18 East Mt. Vernon Place,
Baltimore, Maryland.



SPECIAL GIFTS DEPARTMENT

1. *Supported Missionaries*—Missionaries in foreign fields are assigned for support at \$1,200.00 or more a year to congregations, societies, Sunday schools and individuals. 39 missionaries have been assigned in all fields.

2. *Parish Abroad*—\$50 a year and up to \$1,000 or more.

To give everyone who cares, a share in the support of some special personal objective in the foreign mission field, the PARISH ABROAD plan has been prepared.

One or more of the stations, out-stations, schools, dormitories or other parts of mission work will be assigned to some congregation, Sunday School, society, Sunday School class, Luther League or Brotherhood, as a definite foreign mission responsibility for support by annual contributions in the amount specified as listed.

The assigned PARISH ABROAD includes salaries of native workers, running expenses, upkeep of property and miscellaneous expenses. It does not include salaries and allowances of foreign missionaries, who are separately assigned.

Every effort will be made by the Mission and the Board to keep supporters in touch with their assigned Parish Abroad. Whenever possible pictures will be furnished but cannot be guaranteed.

3. *Supported Proteges*—All assignments under this head are made by number. Workers are assigned also by name.

India: Boy's scholarship \$25 to \$35; special student \$75 to \$135; school teacher \$35 to \$45; catechist \$50 to \$55; evangelist \$55 to \$75; school supervisor \$85 to \$90; Indian pastor \$100 to \$150.

Japan: Boy's scholarship \$100 to \$150; special student \$200 to \$250; evangelist \$300 to \$500; Japanese pastor \$500 to \$800.

China: Colporteur \$35; village school teacher \$45; elementary school teacher \$85; middle school teacher \$150; seminary trained pastor \$160.

Liberia: Boy's scholarship \$45; special student \$60 to \$150; teacher \$100 to \$250.

All the Secretaries of the Board regard it their duty to secure the support of missionaries, parishes abroad and proteges.

Through the efforts of the Department of Special Gifts the board receives an annual income of approximately seventy thousand dollars. Many congregations, Sunday Schools, classes, brotherhoods, missionary societies, young people's societies and individuals desire to support special work in our foreign fields and the Department of Special Gifts furnishes the opportunity by making regular assignments. Smaller annual contributions, ranging from \$25.00 upward are made for the support of native workers and boys' scholarships. The total number supported at present is 500. Larger annual contributions are given for the support of Parishes Abroad, which are assigned by name. Patrons are kept in touch with their assigned Parishes Abroad by correspondence with the fields. The plan, which enables contributors to have direct contacts with their Parishes Abroad, is rapidly growing in favor and our foreign missionaries have pledged their heartiest co-operation.

Most intimate and satisfactory relationships are established between assigned foreign mission pastors and their supporters. While the missionaries are at work in their respective fields they carry on correspondence with their patrons and when they come home on furlough they make personal reports of their work abroad. The annual contribution is \$1,200. It is hoped that the supporters will increase this amount until in each case the entire financial expenditure for the missionary is provided in this way. Several congregations are supporting two or three foreign mission pastors. A number have raised special funds for automobiles to be used in the work of their missionaries.

ANNUITY GIFTS

The annuitants receive during their lifetime a yearly sum from the Board of Foreign Missions, after which the residuent is automatically placed in the work of the Board.

Joint Annuities—Provision is also made for Joint Annuities.

WILLS

Remember Foreign Missions in your Will. Be sure to use the legal corporate title as follows: The Board of Foreign Missions of the United Lutheran Church in America.

All provisions specified in legacies will be conscientiously carried out. When no special provision is made legacies will be used for endowment or for the development of foreign mission work by the purchase of sites and erection of churches and other mission buildings.

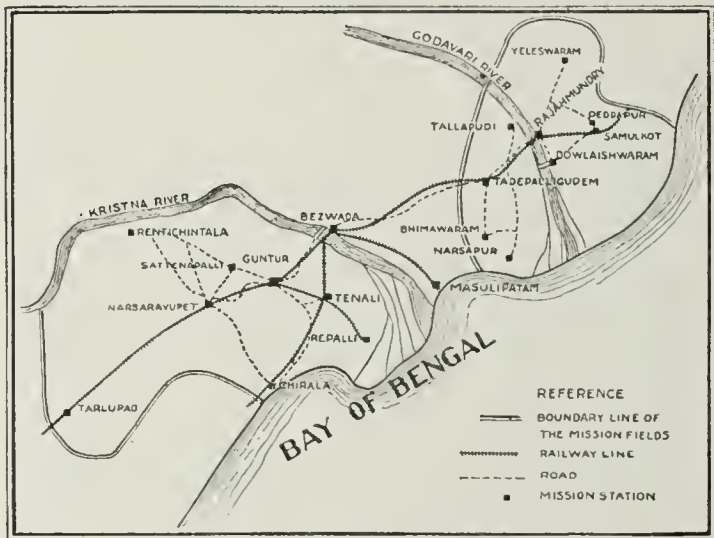
Correspondence concerning wills and annuity gifts should be addressed to the Board of Foreign Missions, 18 East Mt. Vernon Place, Baltimore, Md.



FOREIGN MISSION FIELDS

The Foreign Missions of the United Lutheran Church in America are located in the following six countries:

INDIA



1. *India*—This mission was founded in 1842, at Guntur, by "Father Heyer." It will celebrate its 100th anniversary in 1942.

Part of the field in the Telugu country of the Madras Presidency, lies south of the Krishna river. The main station in this territory is Guntur. Other stations at which missionaries reside are: Tenali, Repalle, Chirala, Narasaravupet, Sattenapalli, Rentichintala.

Part of this field lies along the banks of the Godavari river. The main station in this territory is Rajahmundry. Other stations are: Dowlaishwaram, Samulkot, Yelleswaram, Bhimawaram, Tanuku, and Tallapudi.

Andhra Christian College is located at Guntur, where there are also boys' and girls' (Sylvanus Stall) high schools. Boys' high

schools are located at Peddapur and Bhimawaram. The Bible Training School is at Luthergiri, Rajahmundry.

The Andhra Evangelical Lutheran Church with 182,000 baptized members was organized in 1927.

Hospitals at Guntur, Chirala, Rentichintala, Rajahmundry, Nidadavol, Visrantipuram, and Bhimawaram.

Outstanding India Missionaries: Rev. Christian Frederick Heyer (1842-1857); Rev. Charles W. Groenning (1850-1865); Rev. Urias

AFRICA



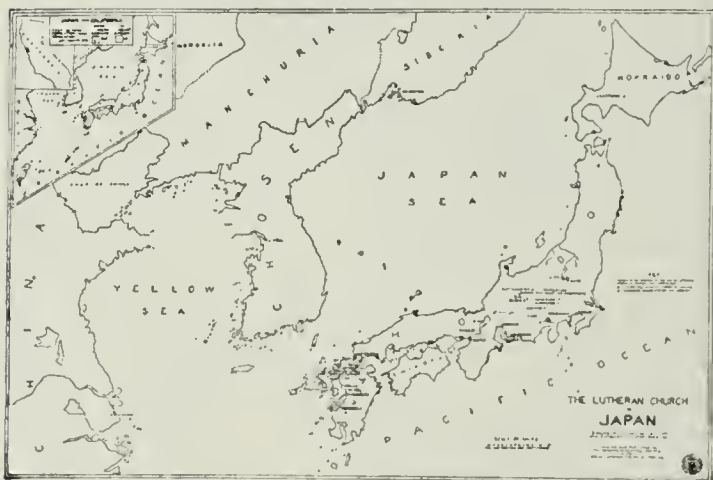
Unangst, D.D. (1858-1903; Rev, John H. Harpster, D.D. (1872-1901); Rev. H. C. Schmidt, D.D. (1870-1911); Anna S. Kugler, M.D. (1883-1930); Rev. Luther B. Wolf, D.D. (1883-1907).

2. *Liberia, Africa*—This mission is now called the American Lutheran Mission in Liberia, West Africa. It was founded in 1860 by Rev. Morris Officer. The main station is Muhlenberg on the St. Paul river, 25 miles inland from Monrovia, the capital. Interior stations are Sanoyea, Bellefani, Kpolopelle and Zorzor the last named 200 miles back of the coast line among primitive negroes.

The outstanding missionaries in this field were Dr. David A. Day (1874-1897), Dr. J. D. Curran (1911-1930).

Phoebe Hospital, boys' and girls' boarding schools at the main station. A Hospital is located at Zorzor and Dispensary work at Sanoyea.

JAPAN



3. *Japan*—Founded in 1892 by the Revs. Dr. J. A. B. Scherer and R. B. Peery. The first

station was Saga in the island of Kyushu. The main station in that island is Kumamoto, where the boys' (Kyushu Gakuin) and girls' (Kyushu Jo Gakuin) schools and the Colony of Mercy with the Cronk Memorial Kindergarten. are located. Other stations on this island are: Kurume, where the United Danish Church began work in 1898; Ogi, Omuta, Minamata, Fukuoka and Moji. Stations on the Island of Hondo are: Shimonoseki, Kobe, Osaka, Kyoto, Nagoya and Tokyo. The Theological Seminary and Homes for Widows and Aged are located in Tokyo.

Church buildings have been erected in Tokyo, Kobe, Shimonoseki, Moji, Fukuoka, Kurume, Kumamoto, Saga, Kyoto, Nagoya and Omuta.

The outstanding missionary in Japan was Rev. Charles L. Brown, D.D. (1898-1916), who served as General Secretary of the Board of Foreign Missions from 1916 to the time of his

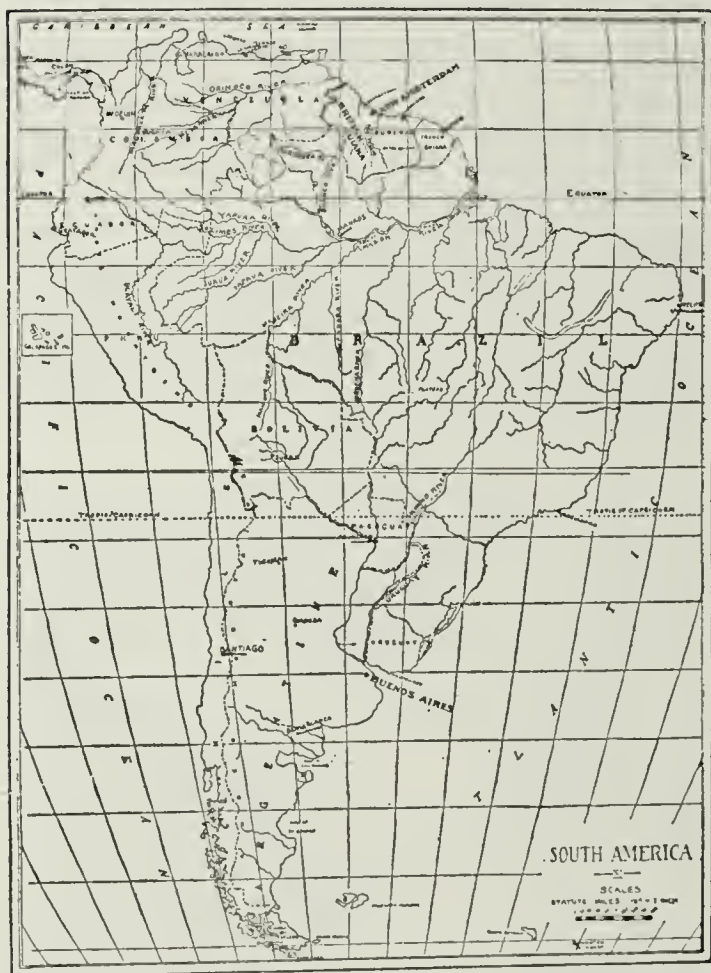
CHINA



death in Liberia, Africa, on December 5, 1921.

4. *China*—This mission in the Shantung Province was occupied on January 1, 1925. It was founded in 1898 by the Berlin Mission-

SOUTH AMERICA



ary Society of Germany. The main station is Tsingtao. Other stations are Kiaochow and

Tsimo. In Tsingtao there is a Bible Training School for women and a hospital. In Tsimo there is a middle school for boys and girls.

Dr. C. J. Voskamp, served for 53 years as a missionary in China. He died at Tsingtao, aged 78 years, on September 20, 1937.

5. *South America*—We have two fields in South America:

(1) *British Guiana*—Main station New Amsterdam, taken over in 1889 by the East Pennsylvania Synod and transferred to the Board in 1915. Other stations along the Berbice River are: Maria Henrietta, St. Lust, Ituni. In New Amsterdam there is an Industrial and Commercial School and a fine church building. The congregation established by Dutch Lutherans, is over 200 years old, founded in 1734.

Promising work has been begun in Georgetown, where Rev. Aubrey Bowen is located. Rev. Patrick Magalee serves the river stations.

Mission work is done among immigrant East Indians and aboriginal South American Indians (Arawaks).

(2) *Argentina*—Work was begun in 1908, transferred to the Board in 1919. At Villa del Parque, Buenos Aires, there is a flourishing congregation and a high school (Colegio Nacional). Congregations have been established at Caseros, San Miguel, Jos C. Paz, San Martin, Villa Progreso, Villa Ballester. Mission schools are conducted at several of these places. The main buildings in Buenos Aires are in a section called Villa del Parque and consist of a church, a parsonage, a dormitory, a Luther League Hall, and a school building, the Mehring Memorial.

Work has recently been begun in and around Buenos Aires among immigrated Slovaks by a representative of the Slovak Zion Synod.

In Eldorado, Misiones territory, work is being done among immigrated Germans, Danes

and Poles, who are being served in four organized congregations and three preaching places with over 1000 members. The purpose of the mission is to build a Spanish-speaking national church.

Outstanding missionary, Rev. E. H. Mueller, D.D., who reorganized and developed the work in 1919 and served to the time of his death in Buenos Aires on November 22, 1923.

STATISTICAL SUMMARY OF OUR FOREIGN MISSIONS

January 1, 1940

Missions	Missionaries	National Workers	Congregations	Baptized Membership
India	89	2960	1839	185,373
Liberia	24	40	42	2,385
Japan	36	320	44	5,152
China	20	160	70	5,408
British Guiana	2	14	10	972
Argentina	7	30	10	1,486
Totals	178	3524	2015	200,776



RELATIONS WITH MISSIONARIES

1. The Board calls, appoints and commissions all missionaries. Women missionaries are recommended by the Women's Executive Board. The President of the Board or someone appointed by him performs the act of commissioning. Generally out-going missionaries are given a farewell service in their home congregations or in churches which support them.

2. Missionaries under regular appointment and not having any income may receive a monthly allowance from the Board equal to the amount of the first furlough salary, and the period for which this is to be received shall not exceed four months previous to the date of sailing.

3. The *Terms of Service* vary according to the character of the field. They are as follows:

Men Missionaries: China, Japan and Argentina 7 years, India $6\frac{1}{2}$ years, Liberia and British Guiana 3 years.

Husbands separated from their families are entitled to furlough after five years of such separation, the length of furlough to be determined by the Board.

For married missionaries who leave children in America to be educated during their term of service in the mission field, the term is reduced to five years.

This rule shall apply only to children left in America, when parents return to the field from furlough, but shall not apply when children are sent to America while parents are in the field.

Single Women Missionaries: India, China, Japan, and Argentina 5 years, Liberia and British Guiana, 3 years.

4. Salaries of missionaries are determined according to needs in each field and are paid monthly as per rule according to a fixed sched-

ule, which provides for regular increases. The basic principle of the field salary is sufficient support and not compensation for service.

SALARIES IN THE FIELD

India.—The years designated in the following scale indicate the terms of foreign service only, not including furloughs.

When the Mission Council places a missionary who has not passed the second Telugu examination, in full charge of work after two years' residence in India, he shall be entitled to the increase in salary.

A. Married Missionaries:

For two years or until a missionary has passed the second

Telugu examination.....\$1200 a year

For five years thereafter..... 1300 a year

For seven years thereafter..... 1500 a year

After fourteen years to end of service 1600 a year

B. Unmarried Missionaries:

For two years or until the missionary has passed the second

Telugu examination 800 a year

For the next six years 900 a year

After eight years to end of service 1000 a year

Japan.—Foreign service only, not including furloughs. When the mission places a missionary who has not passed the required examination, in full charge of work after two years' residence in Japan, he shall be entitled to the increase in salary.

A. Married Missionaries:

For two years or until the missionary has passed the required

examination\$1600 a year

For three years thereafter..... 1900 a year

For five years thereafter..... 2100 a year

After ten years to end of service 2300 a year

B. Unmarried Missionaries:

For two years or until the missionary has passed the required examination	1000 a year
For the next six years thereafter.	1125 a year
After eight years to end of service	1250 a year

China.—Foreign service only, not including furloughs. When the Conference places a missionary who has not passed the required examination in full charge of work after two years' residence in China, he shall be entitled to the increase of salary.

A. Married Missionaries:

For two years or until the missionary has passed the required examination	\$1440 a year
For five years thereafter.....	1500 a year
For seven years thereafter.....	1560 a year
After fourteen years to end of service	1680 a year

B. Unmarried Missionaries:

For two years or until the missionary has passed the required examination	800 a year
For the next six years	900 a year
After eight years to end of service	1000 a year

Africa.—Foreign service only, not including furloughs.

A. Married Missionaries:

For the first two years	\$1300 a year
For the next six years	1500 a year
After eight years to end of service	1700 a year

B. Unmarried Missionaries:

For the first two years.....	800 a year
For the next six years.....	900 a year
After eight years to end of service	1000 a year

Argentina.—Foreign service only, not including furloughs.

A. Married Missionaries:

For the first two years or until the missionary has passed his second language examination or has been placed in charge of work	\$1800 a year
For six years thereafter.....	2070 a year
For six years thereafter.....	2430 a year
After fourteen years to end of service	2700 a year

B. Unmarried Missionaries:

For the first two years or until the missionary has passed his second language examination or has been placed in charge of work	1200 a year
For six years thereafter	1350 a year
After eight years to end of service	1500 a year

Service in other foreign fields under the same Board shall be counted as service in South America.

British Guiana.—Foreign service only, not including furloughs.

Married Missionaries:

First term, three years.....	\$1600 a year
Next term, six years.....	1800 a year
After nine years to end of service	2000 a year

ALLOWANCES FOR ALL FIELDS

Allowances which are the same for all fields, include a fixed schedule of children's allowance, outfit allowance for missionaries under appointment, travelling expenses to and from fields by direct journey.

A dwelling in the mission field, furniture allowance, language study allowance, medical allowance, tax allowance and vacation allowance are given in the field.

1. *Outfit*.—Every missionary receives an outfit allowance of \$150, if married 300.

2. *Travel*.—The necessary expense of direct journeys to and from the field are borne by the Board. Travelling arrangements for all outgoing missionaries are made under the direction of the Board. The number of times fare is granted for children shall be determined by the Board.

Flat rates for journeys to or from the fields are as follows: India \$425, Japan \$350, Africa \$375, China \$400, Argentina \$350, British Guiana \$200.

All children coming to America for study shall receive their tickets, their passport and necessary visas, the actual cost of excess baggage not to exceed \$25.00, and a per diem of \$1.00, while travelling by the most direct route to their destination.

3. *Children's Allowance*.—Children of missionaries are entitled to allowances, whether their parents are living or deceased, up to 18 years or, if they attend college, up to 21 years or until they have finished their college studies whichever date is the earlier, as follows:

First six years.....	\$100 a year
Next six years.....	150 a year
Next nine years.....	200 a year

Each child separated from its parents for the purpose of education shall receive \$100

additional allowance a year. The allowance of \$100 for separation is discontinued during furlough.

Children's allowance is continued during furlough or leave of absence.

FURLOUGHS

Furloughs from India, China and Japan are not to exceed 18 months, from Liberia, Argentina and British Guiana 12 months, including journeys to and from the fields.

Furlough salaries and allowances are the same for all missionaries, irrespective of the field in which they have worked. They are intended to meet the needs of the missionaries while living in America. The furlough allowances include children's, house-rent, travelling, medical and student's allowances, under the rules adopted by the Board.

Furlough salary begins on the date of leaving the field on furlough, and ends on the date of reaching the field after furlough.

I. *Furlough Salaries* are:

A. Married Missionaries:

First furlough.....\$1600 a year

Second and subsequent furloughs. 1800 a year

B. Unmarried Men and Women Missionaries:

First furlough 1000 a year

Second and subsequent furloughs 1200 a year

In the case of missionaries in Liberia, Africa, and British Guiana, the first furlough salaries shall apply to the first and second furlough periods, and the second furlough salaries to the third and subsequent periods.

II. *Furlough Allowances* are:

(1) *Children's* allowances under the rules.

(2) *Actual House rent* allowance not to exceed \$45.00 a month.

(3) (a) Study allowance is ordinarily granted during the first furlough and at the discretion of the Board to those missionaries who come home with signed instructions from the mission to prepare to meet special conditions. The institution and the course are to be approved by the Board.

(b) The allowance is to be 50% of the actual cost of the course, with \$200 as a maximum amount to be paid to any one person within one year of furlough.

(c) When in its corporate judgment the mission deems it absolutely necessary for a missionary to undertake some special course of study during a period of furlough subsequent to the first furlough, the Board will give the recommendation of the mission sympathetic consideration.

(4) *Medical, Surgical and Dental Allowance.*—The missionary is to pay the first \$50.00 of the bill for the family in any one furlough year and 25% of the balance.

(A) Allowances of medical, surgical and dental expenses are as follows: (1) For major operations approved by the Board, (2) for confinement, (3) for protracted illness of more than one week, (4) for filling or extracting teeth but not for false teeth, (5) for examination of eyes but not for glasses or spectacles.

(B) (a) The medical expenses for missionaries' children who are studying in America shall be paid on the same basis as for missionaries on furlough, up to the age of 21 years. (b) It shall be required that the parents report to the Board from time to time concerning their children studying in America, both as to health and studies. (c) This rule shall not apply to the physical examination of children as in the case of adults.

(5) *Travel* expenses are paid when the missionary is engaged in deputation work, upon previous approval of the department secretary. Whenever possible missionaries should endeavor to secure payment of expenses from those who engage them.

Furlough Rules:

1. Furlough is defined as a period of rest after a full term of service in the field under the rules of the Mission.

2. All arrangements for furlough shall be made by the Mission Council or Conference, subject to ratification by the Board.

3. Unless otherwise determined, missionaries shall spend their furlough in America.

4. Furlough granted on account of sickness or other causes not provided under the rules of the Mission, shall be regulated as to length and allowances by the Board as the merits in each case demand.

5. The missionary before his arrival in the homeland shall report the date of arrival by radiogram to the office of the Board.

6. The Secretary in charge of missionaries on furlough shall arrange for some one to meet incoming or outgoing missionaries at port of entry or departure to render such assistance as may be desired.

7. As soon as possible after arrival the missionary shall report in person at the office of the Board for conference with the Council of Secretaries and for medical examination.

In addition to the original diagnostic clinical examination upon arrival for furlough, a complete exhaustive physical examination is to be made of all missionaries about to be returned to their fields after furlough.

8. The Council of Secretaries shall arrange, if it is considered advisable, for the missionary to confer with the Foreign Fields Committee or through it with the Board.

9. The missionary may be invited at any time by the Council of Secretaries to informal conference on his field and work, as necessity may arise.

10. The missionary who does not accept the flat rate for travel, shall render an account of his travelling expenses to the treasurer of the Board.

11. Missionaries on furlough are under the direction of the Board as to their residence, studies, and work, due consideration being given to the desire of the missionary and the recommendation of the Mission Council or Conference.

12. Before engaging in definite work, advocating new projects or soliciting funds for any object, missionaries shall obtain the sanction of the Board.

13. Missionaries shall inform the Board of their future plans within six months after their return from the field.

II. MISCELLANEOUS FOR ALL FIELDS

1. Arrival and Departure Dates.

a. Every missionary shall report the expected date of arrival in the field by letter or telegram to the Chairman of the Mission Council or Conference.

b. The Corresponding Secretary of the Mission Council or Conference shall report to the Board the date of the expected departure of the missionary from the field.

2. Relationships.

A. To the Board through the Mission.

a. Every missionary on his arrival in the mission field becomes a member of the Mission. He shall sign the Constitution and By-Laws of the Mission Council or Conference and be subject to the rules of the Mission.

b. The Mission Council or Conference shall

define the relationship of every missionary to the Mission.

c. The Mission Council or Conference shall report to the Board the results of all language examinations. Failure to pass the final examination shall not debar the missionary from assignment to work.

d. In the assignment of a definite field of work or in regard to any personal matter, every missionary shall have the right to present his own case to the Mission Council or Conference and through it to the Board.

e. Every missionary who returns to America before the expiration of his term of service on account of impaired health shall be entitled to six months' furlough salary under the rules from the date of departure from the field, when the question of his return to the field or of taking up work at home shall be decided by the Board.

f. The resignation of a missionary before the expiration of his term shall be sent through the Mission Council or Conference to the Board at least three months in advance of the date on which the resignation is to take effect.

Resigned missionaries may be paid furlough salary for three months after the date of their departure from the field.

g. Any missionary recalled by the Board for any reason shall be entitled to his passage to America and three months' salary from the date such recall is transmitted to him through the Mission Council or Conference, provided he obeys the recall.

h. At the meeting of the Council or Conference of missionaries previous to the departure of any missionary from the field, it shall vote on the question of his or her return.

The method of voting shall be as follows: A tentative vote without discussion shall be taken by ballot, which shall be counted by the President and Vice-President only. If less

than one-third of the voting members of the council, or conference, is adverse, the vote shall be regarded as favorable, so reported to the Board, and the ballot destroyed.

If one-third of the voting members vote adversely, the person in question shall be informed of this fact by the Executive Committee.

In the event that one-third or more are adverse, an opportunity for discussion and a statement by the individual concerned shall be given, after which a final vote shall be taken. In this ballot all who vote in favor of the missionary's return may state their reasons, all who vote against the return of the missionary must state their reasons for the same, and each shall sign his or her ballot.

This ballot shall be counted, and if one-third of the voting members are against the person's return, the whole ballot shall be sealed and forwarded to the Board, and the missionary shall be informed of the result. Otherwise the vote shall be regarded as favorable to the missionary, and the ballot shall be destroyed. In this ballot, those who feel that they are not sufficiently acquainted with the individual under consideration, may decline to vote.

The following points are to be taken into consideration when voting on a missionary's return to the field after furlough: (1) spiritual fitness; (2) physical fitness; (3) ability to acquire the language; (4) ability to get along with the natives; (5) ability to get along with fellow missionaries; (6) general adaptability; and (7) business ability.

B. Financial.

a. Before making any appeal for funds to the Home Church, the sanction of the Mission Council or Conference, approved by the Board, shall be secured.

b. Private gifts to missionaries for use in

mission work shall be paid into the mission treasury and be subject to the order of the Mission Council or Conference.

c. Compensation received by a missionary for services rendered in the mission field shall be reported to the Mission Council or Conference.

C. Correspondence.

a. The official correspondence of the Mission Council or Conference shall be signed by the Corresponding Secretary and countersigned by the President.

b. Private correspondence concerning mission policy and work addressed to others than officers of the Board shall not be received by the Board for consideration.

c. Every missionary in charge of work shall annually present a written report to the Mission Council or Conference and through it to the Board, closing the statistical year on December 31.

d. Every missionary shall write a letter or article according to a schedule adopted by the Mission Council or Conference to be sent to the Board for use in its publicity work.

III. WIDOWS', DISABLED AND RETIRED MISSIONARIES' ALLOWANCES

a. Missionaries disabled in the service shall receive such support as the Board may deem just.

b. Missionaries attaining the age of 65 years may retire, and at 70 they shall be retired as emeritus missionaries, and receive such support as their needs may require, as long as they remain in connection with the Board.

d. Retired missionaries shall be under the direction of the Board as to residence and work.

e. Widows, whose husbands have died in the service of the Mission, shall receive consideration as each case may merit.

IV. FOREIGN STUDENTS IN AMERICA

1. All missions are permitted to send students to America ordinarily for a period of one or two years of study according to the following schedule:

- a. *From India* two students for graduate studies. This means that from India only two students are to be in America in the same year.
- b. *From Japan* one student for graduate studies.
- c. *From China* one student.
- d. *From Liberia, Africa* one student.
- e. *The Argentine and British Guiana Missions* shall alternate in sending students, one from each field.

2. All foreign students in America shall be chosen and sent under the authority of the mission, as approved by the Board. The mission shall provide each student with travelling money to the United States.

3. The mission shall not give permission to any students to come to America, other than those regularly authorized by it. Students who may come at their own expense are to be informed that no financial support can be expected from the Board and that the Board will not permit unauthorized students to visit the Churches to secure funds for themselves.

4. The Board agrees to loan to each authorized student the sum of \$500 each year. If the Board secures free tuition, room rent and board, the amount is to be only \$300. The money for the return of the student also will be loaned to him by the Board in the amount of the actual cost of the ticket and incidental expenses.

5. Loans are to be deducted from the budget of the mission at the end of each year.

6. Under certain conditions with the permission of the Board and the Mission, some of the study period may be in Europe.

7. The Mission shall make arrangements before the student leaves the field, for the repayment of all loans as may be deemed advisable.

V. RULES FOR MISSIONARIES' AUTOMOBILES

1. Authorization to appeal for an automobile shall be secured from the mission by the missionary **before leaving the field** and such authorization shall be communicated to the Board.
2. No appeal for an automobile shall be made by any missionary **on the field** without the previous sanction of the mission and of the Board.
3. Before making an appeal for funds for an automobile the missionary on furlough shall secure the permission of the Board as to the approximate amount to be secured and the persons to whom the appeal is to be made.
4. The solicitation of funds for an automobile in the name of an individual missionary is to be discouraged. The appeal shall be made for the field station or charge.
5. When it becomes evident that a missionary on furlough returning to the field has not secured sufficient money to purchase an automobile and pay the cost of transportation to the field, custom duty and delivery at its destination in the field, the money raised shall remain in the treasury of the Board, or of the Executive Board of the Women's Missionary Society, until the total amount required has been raised in **America or the mission** has agreed to complete the fund.

6. Whenever necessary, an appropriation of \$100 may be allowed by the Board, or the Executive Board of the Women's Missionary Society, for the transportation of an automobile to the field.
7. Each field shall have authority to provide under the mission budget for repairs, upkeep and replacements of cars as needed.
8. The mission, if it so desires, may create an automobile fund by making necessary appropriations for that purpose under its budget.

AGREEMENT

Concerning the Relationship of the Board of Foreign Missions and the Executive Board of the Women's Missionary Society.

1. We reaffirm the agreement at the time of the merger as contained in the Hand Book of the Board of Foreign Missions, namely:

"In all cases comprehended under these rules (concerning missions and missionaries) where the interests of women missionaries and their work are involved, the final action of the Board shall be taken after conference with the Executive Board of the Women's Missionary Society."

a. Action initiated by the Board of Foreign Missions in advance of that taken by the Women's Executive Board shall always have reference to the concurrence of the Women's Executive Board, which means that it is not final until such concurrence is given.

b. Action initiated by the Women's Executive Board shall always be taken subject to the approval of the Board of Foreign Missions.

2. Correspondence with Foreign Fields.

a. A copy of the official correspondence

between the Executive Secretary of the Women's Missionary Society and the field's correspondent for women's work and vice versa shall always be forwarded to the Board's field correspondent.

b. No action shall be taken on the basis of any private or unofficial correspondence from any field, either by the Women's Missionary Society or the Board of Foreign Missions.

c. Final actions shall be communicated to the field by the Board's correspondent for the respective field.

3. Home Base: Missionaries on Furlough.

a. For the present the Board of Foreign Missions delegates to the Executive Board of the Women's Missionary Society the direction of the use of the furloughs of women missionaries in regard to study, deputation work and rest.

b. In regard to schools and courses of study for women missionaries on furlough a definite policy shall be outlined by the Council of Secretaries and the Personnel Committee of the Women's Missionary Society.

c. The Executive Secretary of the Women's Missionary Society shall regularly report at the close of every month to the Board's Secretary in charge of missionaries on furlough, what arrangements she has made with women missionaries on furlough.

d. The Board of Foreign Missions shall have charge of the physical examination and medical care of all missionaries on furlough.

e. The Board of Foreign Missions shall have final decisions in regard to the length of furloughs and return to the field.

f. The Board of Foreign Missions shall

make all travel arrangements to and from fields.

4. Candidates.

a. Women Missionaries shall be called, commissioned and sent to the field by the Board of Foreign Missions.

b. Before extending a call, the Board of Foreign Missions shall await the recommendation of the Women's Executive Board in every case involving women missionaries.

c. The Candidate Committees of the two Boards shall hold joint meetings, once every four months, at the call of the Candidate Secretary of the Board of Foreign Missions to consider and make recommendations to each Board regarding matters which are of joint interest and concern relating to candidates, and to discuss the need of the fields in regard to missionaries.

d. Every candidate, man or woman, shall be called into personal conference with the candidate committee of the respective board.





